

2005 Medical Officer Quick Poll Executive Summary
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In order to determine reasons for the rising loss rate in the Dental Corps, Medical Corps, Medical Service Corps (MSC), and Nurse Corps, the 2005 Medical Officer Quick Poll was deployed from 11-23 May 2005 to all Officers in these four groups. A 33% response rate was obtained on the poll, which is slightly lower than the 37% response rate obtained on the 2004 Navy Officer Survey. Post-stratification weighting procedures were used to ensure that the survey responses accurately reflected the Medical Officer Community population. Margins of error were calculated for the analyses and all were less than or equal to ± 5 .

In order to determine key issues, focus groups were conducted with Medical Officers from all four communities at the Portsmouth Medical Center. The poll questions were taken from the 2003 Navy Personnel Survey, the 2004 Navy Officer Survey or were specifically developed to address career progression issues, including communication, job satisfaction, career intentions, reasons for staying and leaving the Navy, as well as incentives to remain in the Navy.

Overall, across the topics covered on the poll, Medical Officers were less satisfied than Officers in the 2004 Navy Officer Survey. Within the medical department, Dental and Medical Corps Officers were less satisfied than the MSC and Nurse Corps. Other key results are listed below:

- The number one factor influencing Medical Dept Officers to leave the Navy is red tape.
- Mentoring is seen as important to a Navy career by all, but less than half were satisfied with their access to mentors in the Navy
- While satisfied with current job assignment, Medical Department Officers reported less satisfaction with career guidance received
 - Medical Department Officers were most satisfied with aspects of their Navy job, including responsibility, challenge, and feelings of accomplishment
- Less optimism was found for promotion opportunities, with 51% reporting good promotion opportunity compared to 75% found on the 2004 Navy Officer Survey.
- Approximately half of the Medical Department Officers believe that the Navy clearly communicates its goals and strategies for the future
- Less than half of Medical Department Officers were positive about their future in the Navy
- Compared to the 2004 Navy Officer Survey, Medical Department Officers were less satisfied with the Navy and are less likely to report intention to continue in the Navy
 - Dental and Medical Corps were lower than MSC and Nurse Corps on these items

Actionable Items

- Red Tape
 - Try to determine meaning of red tape in order to address issue
- Mentorship
 - Bolster informal Medical Department Officer community mentorship programs
 - Continue to send representatives from Corps Chief's to talk to OIS classes and emphasize the importance of mentorship
 - Stress importance of finding a mentor that the officer can work and talk openly about current and career issues
- Communication
 - Establish alternate communication channels
 - Corps Chiefs send a personal message to all officers addressing Quick Poll and actionable items based results
 - Continue to publish periodic updates from Corps Chief's offices on the Internet
 - Send updates directly to all medical Department Officers e-mail accounts
 - Develop feed back mechanism for concerns and dissatisfiers of officers.
- Promotions
 - Educate officers through updates to promote better understanding of the promotion system and how best to design their careers to be competitive.
- Define career paths more clearly, detailing critical milestones for each Corps (hand out at OIS)
- Conduct follow-up Quick Poll to monitor progress in 1 year.